



COVENANT UNIVERSITY POLICY ON CONTRACT APPOINTMENT (NIGERIA)

(125th Senate (S.125/1619) – Thursday, October 20, 2016)

Preamble:

Nigerians who have served and retired from University or other establishments and desire to work in Covenant University shall be employed as contract staff under the same conditions of service of regular staff, except for the underlisted provisions.

- i. Their appointment shall be for one year in the first instance.
- ii. The appointment shall be renewable at the instance of the applicant for another year subject to satisfactory performance and good medical report on the contract staff from the Covenant University Health Centre.
- iii. The contract staff shall be placed on a salary grade based on the perceived need for the prospective staff and their highest rank in their last place of engagement.
- iv. Contract staffs shall not attract additional pension contribution from the University.
- v. Contract staffs shall not receive benefits from financial facilities that require a period longer than the contract to liquidate.
- vi. Contract staffs shall not receive leave bonuses.
- vii. Contract staffs shall not benefit from the University's Terminal Benefit Scheme.
- viii. Contract staffs shall not benefit from the University's Seminars and conferences fund until after the successful completion of the first term of the contract.
- ix. Where the University abruptly terminates the contract without any adverse report against the contract staff, the University shall pay the staff one month salary in lieu of notice.

- x. Staff on contract appointment, who desire higher position other than the present, shall be assessed in line with the University Policy.